



UNIVERSITY OF SOUTH ALABAMA

**The College of Education and Professional Studies
Advancement of Institutional Priorities**

2022-2023 Academic Year

**Reported
by**

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June 30, 2023



UNIVERSITY OF SOUTH ALABAMA

Table of Contents

| | Page |
|---|----------|
| Section 1: Key Accomplishments..... | 1 |
| Highlight #1: New Academic Programs..... | 1 |
| Highlight #2: Academic Program Accreditation | 2 |
| Highlight #3: Recognition of Teacher Preparation Programs for Alignment to the Science of Reading and the Alabama Literacy Act | 3 |
| Highlight #4: CEPS Grant Award Funding | 4 |
| Highlight #5: Faculty Grant Efforts to Improve Educator Prep Program Admissions and the Teacher Pipeline | 5 |
| Section 2: Advancement Institutional Priorities | 6 |
| Student Access and Success | 6 |
| Graduate Education | 15 |
| Research, Discovery, and Creative Works..... | 19 |
| University-Community Engagement..... | 22 |
| Excellence in Healthcare..... | 28 |



UNIVERSITY OF SOUTH ALABAMA

SECTION 1: KEY ACCOMPLISHMENTS (AY 2022-2023)

HIGHLIGHT #1 – NEW ACADEMIC PROGRAMS

The Alabama Commission on Higher Education approved the following new academic programs with program implementation Fall semester, 2023:

- Bachelor of Science in Organizational Leadership
(Department of Integrative Studies)

The Organizational Leadership online program is designed to accommodate traditional students and working professionals and provides graduates with the knowledge and abilities to oversee organizations and help them grow. New employers along the Gulf Coast represent a range of industries that include maritime, aerospace, organization, engineering, construction, petrochemical, hospitality and more.

- Doctor of Philosophy in Exercise Science and Performance Nutrition
(Department of Health, Kinesiology, and Sport)

The Doctor of Philosophy program in Exercise Science and Performance Nutrition is designed to provide students with the knowledge and skills necessary to become independent scholars. Graduates will be prepared for successful academic careers at colleges and universities or for non-academic research and/or leadership positions in related fields.

The Alabama Commission on Higher Education approved implementation of a new non-degree program:

- Undergraduate Certificate: Diversity and Cultural Competence
(Department of Counseling and Instructional Sciences)

The certificate program provides students with an in-depth understanding of contemporary social diversity needed to successfully interact with clients, patients, students, co-workers and community members from a broad spectrum of diversities and cultures in a diverse and global society.



UNIVERSITY OF SOUTH ALABAMA

HIGHLIGHT #2 – ACADEMIC PROGRAM ACCREDITATION

Reaffirm Accreditation by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) for the following programs:

- Clinical Mental Health Counseling (M.S. degree)

The Master of Science in Clinical Mental Health Counseling is a 60-hour program accredited by the Council for the Accreditation of Counseling and Related Educational Programs. Graduates of the program become knowledgeable, ethical and culturally sensitive counselors through a course of study that includes classroom, online, and field-site training. The program includes a two-semester internship. Interns deliver counseling services, under supervision, in the community. Students in the program take the Counselor Preparation Comprehensive Exam offered by the National Board for Certified Counselors. They are also eligible to become members of the American Counseling Association and/or the American Mental Health Counselors Association.

- School Counseling (M.Ed. degree)

The Master of Education in School Counseling prepares culturally competent graduates to work as advocates and leaders in pre-K-12 school settings through the design and implementation of data-driven comprehensive school counseling programs aligned with the ASCA National Model that benefit and support the academic, career and social-emotional development of all students.



UNIVERSITY OF SOUTH ALABAMA

HIGHLIGHT #3 **RECOGNITION OF TEACHER PREPARATION PROGRAMS FOR ALIGNMENT TO THE SCIENCE OF READING AND THE ALABAMA LITERACY ACT**

Alabama State Department of Education

The 2022 Statewide report by the Alabama State Department of Education showed The Department of Leadership and Teacher Education course offerings at the bachelor's and master's levels for Early Childhood, Elementary Education, and Special Education programs are aligned to the Science of Reading and the Alabama Literacy Act.

Background

The Alabama State Department of Education (ALSDE) in conjunction with The Barksdale Reading Institute (Barksdale) provided an external review of certain early literacy course offerings in all of Alabama's Educator Preparation Programs (EPPs). The purpose of the review was to ensure that early literacy courses are aligned with the intent of the Alabama Literacy Act #2019-523 (ALA) and the Science of Reading (SOR). Our institutional report stated the following: "On behalf of the national review team--thank you--to The University of South Alabama's College of Education program leaders, faculty, teacher candidates, university supervisors, mentor teachers, and recent graduates. Our ability to review and understand your programs depended on your cooperation and assistance in providing materials in a timely manner and making connections with faculty and candidates."

National Council on Teacher Quality (NCTQ)

The undergraduate and graduate programs at University of South Alabama are among only 160 in the country to earn an A for adequate coverage of scientifically based reading instruction for elementary teacher candidates from the National Council on Teacher Quality.

- Bachelor of Science in Elementary Education (K-6) with Certification: **A Grade.**
- Alternative Master of Education in Elementary Education: **A Grade.**

Background

The National Council on Teacher Quality advocates for more rigorous teacher preparation, performance pay, or merit-based teacher pay systems, educator equity, and a more diverse teacher workforce. To earn an A grade, programs needed to meet a standard of adequate coverage (determined in consultation with literacy experts) for five core components of scientifically based reading instruction (phonemic awareness, phonics, fluency, vocabulary, and comprehension) and teach fewer than four practices that have been found to inhibit students' reading progress.



UNIVERSITY OF SOUTH ALABAMA

HIGHLIGHT #4 CEPS Grant Award Funding

The College of Education and Professional Studies faculty, staff, and students administer and conduct research to create new knowledge and help our regional partners find solutions to challenges and improve the quality of life for our citizens.

Twenty-eight (28) grant proposals resulting in 14 grant awards totaling \$9,667,242.20.

| June 1, 2022 – May 31, 2023 | Proposals | Proposal \$ Request | Awards | Award \$ Received |
|-------------------------------------|-----------|------------------------|-----------|-----------------------|
| Dean's Office | 7 | \$3,946,416.00 | 6 | \$3,966,037.20 |
| Counseling & Instructional Sciences | 4 | \$97,273.00 | 1 | \$4,988.00 |
| Health, Kinesiology, and Sport | 9 | \$400,381.00 | 2 | \$80,327.00 |
| Hospitality & Tourism Mgmt. | 0 | \$0.00 | 0 | \$0.00 |
| Integrative Studies | 0 | \$0.00 | 0 | \$0.00 |
| Leadership & Teacher Ed. | 8 | \$5,713,620.00 | 5 | \$5,615,890.00 |
| | 28 | \$10,157,690.00 | 14 | \$9,667,242.20 |



UNIVERSITY OF SOUTH ALABAMA

**HIGHLIGHT #5 FACULTY GRANT EFFORTS TO IMPROVE EDUCATOR PREP PROGRAM
ADMISSIONS AND THE TEACHER PIPELINE**

***“Investigating Science Teacher, Research, Education, and Methods Used to Prepare Pre-Service Science Teachers, STREAM”*; National Science Foundation - \$1.2 million. Dr. Katie Guffey-McCorrison (PI), Department of Leadership & Teacher Education.**

The project aims to serve the national need of increasing the number of highly qualified science teachers who are racially and ethnically diverse. The lack of certified science teachers is a major cause of low achievement and low expectations for high-risk pupils. This problem is intensified in both rural and urban areas where many are either teaching outside of their field of certification or do not have a STEM background. STREAM will recruit talented science majors and professionals to become middle and high school science teachers in high-needs schools.

“Preparing Elementary Pre-Service Teachers to Integrate Computing across the Curriculum” National Science Foundation - \$299,985. Dr. Shenghua Zha (PI), Department of Counseling and Instructional Sciences.

This project aims to develop undergraduate elementary pre-service teachers’ knowledge in integrating computing in core subject content. Computing in this project means the study of computers and algorithmic processes, including hardware & software, network & the Internet, data & analysis, algorithms & programming, impact on society, and design thinking.

“Building Research Infrastructure and Workforce in Edge AI”; National Science Foundation; \$6 million. Dr. Shenghua Zha (CO-PI), Department of Counseling and Instructional Sciences and College of Engineering.

This project aims to improve high-school students’ knowledge and skills in AI-integrated STEM curricula. This theme aims to prepare high-school STEM teachers to develop and teach Edge AI-integrated curricula in their classes; and improve high-school students’ STEM and AI knowledge, interest, and self-efficacy.

“UTeach South”. Funded by Alabama Commission of Higher Education, Alabama Stem Council, UTeach Institute; \$2 million. Dr. Christopher Parrish (CO-PI), Department of Leadership and Teacher Education.

Project aims to establish a UTeach replication model at USA in which UG STEM majors add a teaching certification as a minor. The move away from requiring a double-major for teacher certification will eliminate a multitude of barriers to teaching; and will increase the number of USA students graduating with STEM teacher certification from 8 to 30 (projected), annually, by 2027.

“Pathway to Mathematics II: An Integrated STEM Initiative Focused on Diversity, Equity, and Inclusion”; \$1,197,891; Dr. Susan Ferguson (PI), Department of Leadership and Teacher Education.

This award is made in accordance with the provisions of NSF Solicitation: NSF 21-578 Robert Noyce Teacher Scholarship Program.



UNIVERSITY OF SOUTH ALABAMA

SECTION 2: ADVANCEMENT OF INSTITUTIONAL PRIORITIES

STUDENT ACCESS AND SUCCESS: *South commits to creating multiple pathways and partnerships that support admission of students from increasingly diverse backgrounds. South provides access to the tools and resources for a diverse student body to be academically and personally successful at USA and prepares them to achieve their post-graduate educational and professional ambitions.*

College

- An essential function of the College of Education and Professional Studies is the preparation of teacher educators. For this work to be successful, we must ensure effective partnerships with our local school districts. Faculty within the college work with local school leaders to provide high-quality field experiences which are designed to develop candidate's knowledge, skills and dispositions. During the 2021-2022 academic year the Office of Field Services worked collaboratively with local schools to provide approximately **700 field experience placements** for teacher education candidates. These field experiences prove to be mutually beneficial to P-12 school and community arrangements as we share responsibility for continuous improvement of candidate preparation. Approximately 80% of our teacher education program graduates work in local schools, therefore preparing high-quality teachers has a direct impact on our local P-12 partners. Additionally, as our teacher candidates work in local schools throughout their field experiences, they can provide additional assistance to teachers and K-12 students which can positively impact P-12 student learning.
- edTPA is a performance-based, subject-specific assessment and support system used by teacher preparation programs throughout the United States to emphasize, measure and support the skills and knowledge that all teachers need from Day 1 in the classroom. CEPS edTPA first time pass rate this year was 96% (72% national pass rate).
- The College completely redesigned its academic programs webpage to be more user friendly and responsive for current and prospective students, faculty and staff. The webpage also now utilizes Search Engine Optimization (SEO). Between June 2022 to June 2023, this page has generated more than 10,000 page views.
- The College successfully launched a new online bachelor's degree in organizational leadership. Paid media and marketing materials included social media ads (Facebook/Instagram/Snapchat), Google Ad Words, iHeart radio ads, digital billboards, Mobile Chamber email newsletter ads, Lagniappe newspaper print ads and email news ads, Alabama Political Reporter email newsletter ads, Business Alabama newsletter and website ads, printed brochures and misc. promotional materials for in-person recruitment. The new program webpage generated more than 32,000 page views from initial launch in April 2023 to June 2023.
- The College posted 17 program recruitment ads on Facebook and Instagram that resulted in 531,634 impressions; 119,905 individuals viewing the ads; and 5,909 clicks on the ads, which involves individuals landing back on program webpages for more information.
- The College produced seven marketing videos to highlight the success of teacher education/physical education alumni and featured the Educator Excellence Scholarship within the videos. The videos were posted as ads on social media targeting prospective graduate students and used in email marketing campaigns. The videos are also featured on the College's website and serve as a marketing tool for on-campus visitors. They are played in rotation on the College's digital display in the lobby.



UNIVERSITY OF SOUTH ALABAMA

- The College posted three undergraduate program recruitment ads on Snapchat that resulted in 329,153 impressions and 2,381 individuals clicking back on program webpages for more information.
- The College ran an individualized social media campaign on Snapchat for the hospitality and tourism management major. The video ad directed users to a dynamic leads form webpage. The College selected specific high schools across the Gulf Coast to geofence based on involved hospitality and tourism student groups. Snapchat results included 312,939 impressions and 3,354 swipe ups (link clicks on apply now button, which directed users to the dynamic leads form webpage).
- The College continued its podcast series titled "Sincerely, South." Fourteen episodes have been posted and promoted since fall 2021. Promotions include posts to social media and email campaigns in Constant Contact to internal and external audiences.
- The College utilizes Constant Contact to push out various promotions to 17,647 individuals, which includes college-specific current students, faculty, staff, alumni and advisory council members. This also includes K-12 educators in the surrounding counties, a list provided by the South Alabama Research and Inservice Center.
- The College posts news and events featuring alumni, students, faculty and staff two to three times a week to Facebook, Instagram and Twitter. At a peak, more than 17,000 people viewed an organic post. Page followers have increased to nearly 3,200 on Facebook, 700 on Instagram, and 600 on Twitter.
- The College posts 3-5 articles monthly to its homepage news blog featuring the success of alumni, students, faculty and staff.
- The College produces an annual magazine called Pillars. More than 500 copies of the printed magazine have been distributed over the course of the year, and a digital version of the magazine was emailed to more than 17,000 individuals. This year, the College also mailed additional copies to prospective students.
- The College mailed more than 4,000 personalized postcards to prospective undergraduate students per department in the winter to recruit for fall 2023.
- The College is continuously working to improve SEO for all program pages to increase current and prospective student access and ease of search and navigation.
- The College successfully launched a new online bachelor's degree in organizational leadership. Paid media and marketing materials included social media ads (Facebook/Instagram/Snapchat), Google Ad Words, iHeart radio ads, digital billboards, Mobile Chamber email newsletter ads, Lagniappe newspaper print ads and email news ads, Alabama Political Reporter email newsletter ads, Business Alabama newsletter and website ads, printed brochures and misc. promotional materials for in-person recruitment. The new program webpage generated 25,000 page views from initial launch in April 2023 to June 2023.
- The College hosted more than 100 students from Gulf Coast high schools in spring 2023. These on-campus visits included tours around campus and personalized time with College faculty to talk about academic programs. Nearly -- students from these groups plan to attend South in the future.
- The College has supported the launch of several new grants, which included dynamic webpages, marketing materials and kick-off events.
- The College has supported SARIC, AMSTI-USA and PASSAGE USA with the creation of a variety of marketing materials. This in return keeps the University's branding and messaging consistent while communicating with external audiences.
- The staff of the CEPS Advising Center conducted Navigate South outreach campaigns focused on students in the following categories: high-hour and not applied for graduation, on probation, not registered for classes in the following semester after one full week of open registration, and students below 2.5 GPA in teacher certification majors.



UNIVERSITY OF SOUTH ALABAMA

- The advisors in the CEPS Advising Center work with students to make a complete academic plan to graduation during each appointment.

Department of Counseling & Instructional Sciences

- The Center for Educational Research, Statistics, Evaluation, and Assessment (CERSEA continues to provide evaluations to several projects involving programs that are related to student access and success.
 - Director is working as the evaluator for the Title III grant (funded by the US Dept. of Education) designed in improve the second-year experience of students.
 - CERSEA was also funded to evaluate the College of Engineering S-STEM National Science Foundation Grant to improve the success of and time to degree of students who transfer from community colleges to the University of South Alabama's College of Engineering.
 - CERSEA is evaluator on an NSF IUSE project funded to teach coding to elementary teacher education candidates in CEPS.
 - CERSEA is evaluating the South Alabama Gulf Scholars project funded by the National Academy of Sciences.
 - CERSEA is funded to evaluate the NSF Robert Noyce training grants that help increase the supply of math and science teachers by funding their training.
 - CERSEA is evaluating the success of PASSAGE USA (funded by the US Dept. of Education), a program designed to provide access to college experience to students with intellectual disabilities.
- Clinical Mental Health Counseling MS & School Counseling MS
 - Recruitment activities at the Statewide Career Coaches Meeting
 - Recruitment activities at the Alabama Counseling Association Meeting
 - One on one mentoring of students from diverse backgrounds to assist with applications and letters for doctoral programs and/or graduate assistantships.
 - CMHC program
 - The Clinical Mental Health Counseling Program was reaccredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). Reaccreditation provides greater opportunities for success of students both in finding positions and getting into doctoral programs.
 - At least 18 counseling students were inducted into the Chi Sigma IOTA honor society.
 - All Students passed the Nationally Normed Comprehensive Exams on the first attempt.
 - All Students taking the National Counseling Exam Passed.
 - Three students were accepted into Ph.D. programs.
 - All but one student graduating in May 2022 was employed within 30 days; the remaining student was employed within 60 days of graduation.
 - All students graduating in May 2023 were either employed before graduation or had received job offers and accepted within 30 days of graduation.
- School Counseling MS
 - The School Counseling program was reaccredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). Reaccreditation provides greater opportunities for success of students both in finding positions and getting into doctoral programs. For School Counseling reaccreditation means that more students have an opportunity to enter the program without having to meet experience requirements that nonapproved program students must meet. Hence, increasing student program access.



UNIVERSITY OF SOUTH ALABAMA

- All Students but one passed the Nationally Normed Comprehensive Exams on the first try.
- All Students graduating last summer were employed by August.
- All but three students graduating in May 2023 are employed and the remaining three are currently being interviewed.
- Instructional Design and Development Programs
 - A recent graduate from the IDD Ph.D. program received a second prestigious CDC Evaluation Fellowship.
 - IDD graduate students led 5 workshops and did 5 presentations at the 2022 Association for Educational and Communications and Technology International Convention.
 - Two of the IDD doctoral students were co-authors on peer reviewed journal articles.
- Clinical & Counseling Psychology Ph.D. Program Students Mentored by CINS faculty.
 - Two students in the CCP program, mentored by a CINS faculty member, have been awarded the Southern Regional Education Board (SREB) Doctoral Scholars Fellowship.
 - A student from the CCP program was awarded the Mahan-Brandon research award for Gender Studies.
 - CCP students being mentored by CINS faculty were co-authors on 8 peer-reviewed journal articles.
- Foundations
 - A faculty member served as a Second Year Experience (SYE) Mentor to sophomores who come from underrepresented and first gen students to help them be successful in completing their year and planning for the future.
 - A graduate student in Applied Linguistics (also a doctoral student in Ed Leadership) is doing research focused on English language acquisition and achieving fluency for L2 English learners. A pilot research project from a faculty member's class by the same student was presented at a regional conference.

Department of Health, Kinesiology, & Sport

- Eleven exercise science students were accepted into the USA Physical Therapy program this year.
- Six exercise science students were accepted into the USA Occupational Therapy program this year.
- Five 2023 summer undergraduate research fellowship (SURF) awardees are having HKS faculty members serve as their mentors.
- Two faculty members served as the primary advisors for two students who completed their honor's thesis projects within the department.
- Six health and physical education students attended the Alabama State Association for Health, Physical Education, Recreation, and Dance (ASAHPERD) Future Professional Leadership Workshop in Orange Beach, AL.
- A \$500 grant was awarded from ASAHPERD to support the Health and Physical Education Majors Club.
- An undergraduate exercise science student and faculty mentor represented the University of South Alabama at the National Conference on Undergraduate Research in Eau Claire, WI.
- Four graduate students, two undergraduate students, and one medical student presented research via poster presentations at the Southeastern American College of Sports Medicine Conference in Spring 2023 in Greenville, SC.
- One graduate student and two undergraduate students are presenting research via poster presentations at the National Strength and Conditioning Annual Conference this summer in Las Vegas, NV.



UNIVERSITY OF SOUTH ALABAMA

- A team of three undergraduate exercise science students finished in 3rd place out of 32 teams while representing the University of South Alabama in the Student Bowl competition at the Southeastern American College of Sports Medicine Annual Conference.
- Twenty-five exercise science students joined five faculty members on a bus trip to Greenville, SC for the 2023 Southeastern American College of Sports Medicine Conference. Students presenting or working the conference were able to attend/travel entirely free-of-charge while the remaining students only had to be pay a \$50 fee. This was the first academic conference attended for many of the students.
- An exercise science undergraduate student won 2nd Place in the Undergraduate Poster Award competition at the 2023 Southeastern American College of Sports Medicine Conference.
- An exercise science undergraduate student was the first author on a journal article accepted for publication in a prestigious academic journal – Medicine & Science in Sports & Exercise.
- A student was awarded the American Physiological Society Summer Undergraduate Research Fellowship.
- A faculty member is the advisor for the newly formed USA Lift student organization.
- A faculty member served as a guest speaker for the USA Student Chapter of the American Society of Biochemistry and Molecular Biology.
- Fifteen undergraduate recreational therapy students participated in the Gulf Coast Recreational Therapy Symposium (GCRTS) which provided opportunities to introduce speakers, meet with potential internship supervisors, and collaborate with students and practitioners from other states and universities.
- Both recreational therapy instructors attended the American Therapeutic Recreation Association Educators Institute to aid in identifying a more competitive curriculum. Four courses were redesigned to better meet the recommendations of the association.
- Passage USA students participate in multiple activity courses, three recreational therapy courses, a nutrition course, and internship opportunities.
- Sport management faculty adjusted their internship advising processes in order to meet with students earlier and more often regarding internship opportunities.
- An exercise science undergraduate student was first author on an article published in the ACTA Scientific Nutritional Health Journal with a health promotion faculty member serving as her advisor.

Department of Hospitality & Tourism Management

- The Department of Hospitality and Tourism Management (HTM) is active in student Site Visits/Experiential Learning.
 - Department level
 - The Grand Hotel Golf Resort & Spa, Autograph Collection (property tour + meeting with both PCH & The Grand Hotel senior management team, Fall 2022).
 - The Lodge at Gulf State Park, a Hilton Hotel (property tour + meeting with senior management team, Spring 2023).
 - Course level: HTM 410 - Eco-Tourism & Sustainability
 - Dauphin Island Estuarium
 - The Lodge and Learning Campus at Gulf State Park
 - Mobile Baykeeper Clean Up. Removed 30+ pounds of trash at UCOM.
 - Five Rivers Delta Resource Center/Wild Native Tours
 - Blakley State Park
 - Course level: HTM 220 - Mtgs., Inc., Conv., Events
 - Hospitality-Tea
 - Popcorn Fundraiser
 - Welcome to the Industry (Networking event with industry partners)



UNIVERSITY OF SOUTH ALABAMA

- Trivia Night
- Out-of-state level
 - America (Fall 2022) Las Vegas, NV – 1 student
 - TTRA Marketing Outlook Forum (Spring 2023) Houston, TX – 2 students/1 faculty sponsored by GSOBT
- HTM students received industry scholarships & recognition.
 - 2022 Summer Undergraduate Research Fellowship Program – 1 student recipient.
 - 24th Annual Undergraduate Research Symposium – 1 student recipient
 - AL Travel Council Scholarship (Alabama Governors' Conference on Tourism) – 3 student recipients.
 - PCMA (Professional Convention Management Association Scholarship) – 2 student recipients.
- HTM faculty is active in organizing meetings to promote student engagement.
 - MALA (Mobile Area Lodging Assoc.) Golf Tournament - HTM Scholarship Fundraiser
 - Eta Sigma Delta (Honor Society) meetings + service activities
 - ESD Induction ceremony
 - Trash pick-up
 - ESD as a Registered Student Organization
 - Jag Pantry Food Drive
 - Popcorn Fundraiser
 - ESD Election
 - HTM & ESD Celebration Party
 - Finals Study Week
 - Hospitality Club meetings + service activities
 - Partnered with Career Services on two different events this semester to promote engagement + promote HTM major/minor.
 - Huddle Up – HTM Orientation (Fall + Spring)
 - Beginning of semester event that brings together multiple offices from around campus that provide students with engagement opportunities, academic assistance, or counseling services. Sponsored by HTM industry partners.
 - Allows new students to ask questions + engage with other students in the major.
 - Active participation in USA Day. Organized a table at the Mitchell center to promote the Hospitality and Tourism Management program to potential students.
 - HTM 396 – HTM Career Planning
 - Guest speakers
 - HR Manager - PP Hospitality Group
 - Director of Research at South Carolina Dept of Parks, Recreation & Tourism
 - Census Management Specialist at Alta Pointe Health
 - Welcome to the Industry – Networking event with industry partners.

Department of Integrative Studies

- Focus on strategically increasing enrollment with targeted recruitment efforts for special populations of students occurs each semester through the marketing efforts of the INGS department. Adult Learners, veterans, and transfer students are significant populations for the INGS programs as well as traditional students. Interdisciplinary Studies (IST) is currently one of the only undergraduate programs (nursing is the other) at the university which can be completed fully online and provide access and flexibility to working adults. The Organizational Leadership (OL)



UNIVERSITY OF SOUTH ALABAMA

program was approved by the Alabama Commission of Higher Education on Friday, March 10, 2023.

Recruiting for Organizational Leadership students began in April and has included:

- Social Media ads (Facebook, Instagram, LinkedIn, Snapchat) in AL, FL, MS (April-July)
- Google Ad Words (April - June)
- iHeart Radio (April - 4 weeks)
- Digital Billboard Network (April - 4 weeks)
- Chamber email news (April – May - 7 weeks)
- Lagnappe print and email (April – May)
- Alabama Political Reporter email (April – May)
- Business Alabama web ads (April)
- Postcard mailing (May)
- Brochures and Popup banner (April)
- Mobile Airport digital display (April – July)
- Ongoing on-site recruitment including:
 - Airbus
 - Coast Guard
 - Teledyne Continental
- Developing high impact and high demand programs through engaging online instruction is a continuous goal to increase retention and graduation rates. Increasing the number of online programs has occurred in our department through the addition of the Organizational Leadership program in Fall 2023.
- Interdisciplinary Studies courses include a variety of relevant written / oral-presentation assignments which challenge IST students to critically analyze *diversity / inclusion* topics.
- Four (4) IST courses [IST 302, IST 310, IST 420, and IST 495] are under current review by the ILC for QM Certification.
- The director of the Office of Adult Learner Services (OALS) is serving as the interim advisor for the new Organizational Leadership Program to facilitate full-service enrollment.
- The University's Office of Adult Learner Services (OALS) is in the 5th year of serving all USA traditional, "adult learner" undergraduates and is housed in the College of Education and Professional Studies, Department of Integrative Studies. Its purpose is to increase the persistence, progression, and degree completion of students through assistance in applying for admission and financial aid; making university community connections; selecting a major and locating advisors; navigating online learning; and the process for graduation. The OALS director provides student support daily and provides consistent outreach through recruitment events in-person and online.
- The USA Prior Learning Assessment Committee (PLA), charged with re-designing and re-vitalizing the PLA is housed and led by faculty in the Integrative Studies Department (INGS). Awarding academic credit for learning that occurs outside the traditional academic environment is a hallmark of a robust adult degree program, serving as a recruitment tool, as well as a strategy for retention and graduation. The implementation was piloted with 2 students Spring semester 2023.
- The NCAA Faculty Athletic Representative (FAR) was elected of chair of the FARS at the Fall 2022 meeting. She will serve in this position for 2 years. She is faculty in the College of Education and Professional Studies, Department of Integrative Studies, who reports to university president and provides oversight and advice in the administration of the institutional athletics program, assurance of the academic integrity of the athletics program and in the maintenance of the welfare of the student-athlete, and reviewing information that relates to the academic well-being of the student-athlete to ensure that the athletes who attend can and do thrive academically. The University Athletics Council is chaired by the FAR. In this role she meets quarterly with other FARS at each Sunbelt institution.



UNIVERSITY OF SOUTH ALABAMA

- Integrative Studies Department faculty schedule speakers who are university staff from Career Services, Office of Community Engagement, and Counseling and Testing, to increase students' access to a diverse faculty and staff among whom students may find exemplars and mentors.
- Integrative Studies Internship Orientations have been developed and revised to increase faculty and student engagement through excellence in instruction, advising, and academic/professional mentorship. Faculty, advisors, and staff serve as mentors for students as they identify and are oriented to the internship. Faculty orient students to ensure they are prepared to meet learning outcomes established for the internship experience.

Department of Leadership and Teacher Education

- The College of Education and Professional Studies (CEPS) at the University of South Alabama has been awarded two federal NSF grants through the Noyce program.
 - \$1.2 million dollar grant to recruit and train science educators.
 - \$1.2 million dollar grant to recruit and train mathematics educators.
- The CEPS has been awarded a \$2 million dollar grant from the Alabama STEM Council to institute the UTeach South program to recruit and train secondary math and science teachers.
- CEPS hosted two recruitment days for local high school students who were interested in becoming teachers. The first event hosted **75 high school students** from Mobile County Public Schools, Baldwin County Public Schools, and Saraland Public Schools. The second event hosted **29 high school students** from Pascagoula High School and Gautier High School in Mississippi.
- LTE faculty met frequently throughout the year to redesign various programs to be more responsive to school-based needs.
- Two LTE faculty members were chosen "Top Professor" by the Sally Steadman Azalea Chapter of the Mortar Board Senior Honor Society.
- Additional PASSAGE USA Student Success and Access activities include:
 - PASSAGE USA program, 2- and 4-year programs, inclusive education for young adults with intellectual disabilities, new grant to expand efforts
 - Peer Mentors from every academic unit. Approximately 85% of the peer mentors are volunteers and/or are providing service hours to South Serves.
 - Students in PASSAGE USA gain paid work experience while in the program.
 - Graduate students in Occupational therapy and Counseling work with students in PASSAGE USA
 - HON 390: Special Populations course pairs students in PASSAGE USA and students in the Honors Program for didactic and experiential learning.
 - PASSAGE USA is used as a field work site for 19 undergraduate students in Therapeutic Recreation, Social Work, and Psychology
 - 1 Honors students' thesis has been completed.
 - 125 Peer Mentors Fall 2022, 107 Peer Mentors Spring 2023
 - Fall 2022-Spring 2023 5,337.67 hours of volunteering by peer mentors.
 - Admitted 11 new students to PASSAGE USA for Fall 2022 (8 Year 1, 3, Year 3). Total of 19 students Fall 2022 and 18 Spring 2023
 - Students in the PASSAGE USA 2- and 4-year programs are eligible for need-based financial aid and also assistance from the Alabama Department of Vocational Rehabilitation.
 - Students 21 and younger in PASSAGE USA can earn \$8/hour for their work experiences that are part of the program.
 - Gaillard-Neville Reynolds Scholarship was awarded to 7 students (\$350 each) in Fall 2022.
 - 9 students in PASSAGE USA lived in inclusive apartments close to campus in 2022-2023.
 - 9 students in Fall 2022 and 18 students in Spring 2023 served as paid Peer Mentors.



UNIVERSITY OF SOUTH ALABAMA

- Of the paid Peer Mentors 4 in Fall 2022 and 5 in Spring 2022 were funded by Federal Work Study dollars.
- 4 of the 2023 Jaguar Medallion winners were PASSAGE USA mentors. The winner of the Disability and Accessibility Champion Award Recipient was also a Peer Mentor for the second year in a row.



UNIVERSITY OF SOUTH ALABAMA

GRADUATE EDUCATION: Graduate students and faculty are central to achieving both the educational and research components of our mission, to helping our community find solutions to its most pressing problems, and to improving economic and social outcomes in our region.

College

- The college continues to support students and faculty financially and through mentoring in collaborative research by expanding support for research (including grant application activity) in order to raise the profile (status and visibility) of scholarship, to increase external funds received, and to increase the quality and quantity of research conducted in the college.
- Through the Office of Graduate Studies, three theses and 16 doctoral dissertations were awarded.

Theses:

1. Henderson, Rachel (Clinical Mental Health Counseling M.S.) Is spirituality a verb? Conceptions of spirituality among members of Alcoholics Anonymous with sustained recovery. Thesis chair: Danny McCarty, Ph.D.
2. Rommel, Savannah (Clinical Mental Health Counseling M.S.). Justice revisited for sexual assault survivors: A qualitative analysis of the initial phase of Mobile, AL's Promise Initiative. Thesis chair: Trés Stefurak, Ph.D.
3. Kennedy, Katie (Exercise Science). An examination of sex-differences in quadriceps fatigability during high- and low-intensity contractions. Thesis chair: Ryan Colquhoun

Dissertations:

1. Abdullah, Albritty (Instructional Design & Development Ph.D.). Assessing year-by-year experiences of Noyce science graduates as teachers in high needs schools: An analysis of a Southern university's Noyce science scholars program. Dissertation chair: James Van Haneghan, Ph.D.
2. Andrews, Adam (Educational Leadership Ed.D.). School Resource Officers in the State of Alabama: Primary functions and the perception of meaningful work. Dissertation chair: Benterah Morton, Ph.D.
3. Bagwell, Christopher (Educational Leadership Ed.D.). A case study of the perceptions of the online transition of student support services at a Mississippi community college. Dissertation chair: Peggy Delmas, Ph.D.
4. Bates, Shelley (Instructional Design & Development Ph.D.) The effect of familiar music on apathy in adults with a neurocognitive disorder. Dissertation chair: James Van Haneghan, Ph.D.
5. Hill, Allison Morrow (Instructional Design & Development Ph.D.) Relationships between embedded tutors and instructors: Understanding power dynamics inside and outside the classroom. Dissertation chair: Shenghua Zha, Ph.D.
6. Kern, Melissa (Clinical & Counseling Psychology Ph.D.). Threat detection from phenotypic facial features. Dissertation co-chairs: John F. Shelley Tremblay, Ph.D. & Trés Stefurak, Ph.D.
7. Kopp, Sonya (Educational Leadership Ed.D.). Faculty-leader relationships and work engagement: A mixed-methods study. Dissertation chair: Allan Allday, Ph.D.
8. Lagos, Yolany (Instructional Design & Development Ph.D.). Relationship between social, cognitive presence and a collaborative study guide in nursing graduate courses. Dissertation chair: Shenghua Zha, Ph.D.
9. Loo, Michelle (Instructional Design & Development Ph.D.). From training to adoption: A study of technology adoption after video-editing training in higher education. Dissertation chair: James Van Haneghan, Ph.D.



UNIVERSITY OF SOUTH ALABAMA

10. Pusey, Kimberly (Clinical & Counseling Psychology Ph.D.) Intelligence, trauma, and personality in juvenile offenders: A latent profile analysis. Dissertation mentor: Dissertation chair: Trés Stefurak, Ph.D.
11. McGill, Kathryn (Clinical & Counseling Psychology Ph.D.). Is it good to be bad? The potential buffering role of callous-unemotional traits on the relationship between trauma and juvenile offending. Dissertation chair: Trés Stefurak, Ph.D.
12. Salter, Margaret (Instructional Design & Development Ph.D.) Faculty beliefs on active learning strategies in higher education: Identification of predictors for use of active learning. Dissertation Chair: James Van Haneghan, Ph.D.
13. Sims, Dedrick (Instructional Design & Development Ph.D.). Using the tenets of Afrocentric mentoring with Afrocentric-influenced classroom pedagogy: Implications for academic achievement of Black boys. Dissertation chair: James Van Haneghan, Ph.D.
14. Smith, Melton Dale (Educational Leadership Ed.D.) The relationship of admission practices in radiologic technology programs to attrition in four-year universities. Dissertation chair: Wanda Maulding, Ed.D.
15. Towne, Jennifer (Instructional Design & Development Ph.D.). Backpacks for success: Interpersonal reactions of pre-service teachers in an equity-based simulation. Dissertation chair: Joel Billingsley, Ph.D.
16. Wheeler, Rebecca (Instructional Design & Development Ph.D.) A bibliometric study of instructional design journal articles 2001-2020. Dissertation chair: Gayle Davidson-Shivers, Ph.D.

Department of Counseling & Instructional Sciences

- Graduate student support on grant funded GAs is increasing:
 - Four students are supported by grants and contracts in the Instructional Design and Development program.
 - Four students working with CINS faculty who are part of the CCP program are also covered through grant or contract funding.
- Student involvement with presentation and publication:
 - Graduate students were authors on 9 different peer-reviewed journal articles.
- The Clinical and Counseling Psychology PhD. program, again, achieved a 100% internship match rate, sending students to APA-accredited, pre-doctoral capstone health service psychology internships.
- The Mental Health Counseling Program continues a partnership funded by the current PASSAGE USA grant to give counseling students opportunities to gain practical experience with individuals with intellectual disabilities as part of their coursework in career counseling.
- The Mental Health Counseling program continues to collaborate with the College of Nursing on developing inter-professional education opportunities around mental health.
- A graduate student in Applied Linguistics (also a doctoral student in Ed Leadership) is doing research focused on English language acquisition and achieving fluency for L2 English learners. A pilot research project from a faculty member's class by the same student was presented at a regional conference.
- The Clinical Mental Health Counseling Program was reaccredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). Reaccreditation is an indicator of the high quality of graduate education provided by the program. provides greater opportunities for success of students both in finding positions and getting into doctoral programs.
 - At least 18 counseling students were inducted into the Chi Sigma IOTA honor society.
 - All Students passed the Nationally Normed Comprehensive Exams on the first try.



UNIVERSITY OF SOUTH ALABAMA

- All Students taking the National Counseling Exam Passed.
- Three students were accepted into Ph.D. programs.
- All but one student graduating in May 2022 was employed within 30 days; the remaining student was employed within 60 days of graduation.
- All students graduating in May 2023 were either employed before graduation or had received job offers and accepted within 30 days of graduation.
- School Counseling MS
 - The School Counseling program was reaccredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). Reaccreditation provides greater opportunities for success of students both in finding positions and getting into doctoral programs. For School Counseling reaccreditation means that more students have an opportunity to enter the program without having to meet experience requirements that nonapproved program students must meet. Hence, increasing student program access.
 - All Students but one passed the Nationally Normed Comprehensive Exams on the first try.
 - All Students graduating last summer were employed by August.
 - All but three students graduating in May 2023 are employed and the remaining 3 are currently interviewing.
- Instructional Design and Development Programs
 - A recent graduate from the IDD Ph.D. program received a second prestigious CDC Evaluation Fellowship.
 - IDD graduate students led 5 workshops and did 5 presentations at the 2022 Association for Educational and Communications and Technology International Convention.
 - Two of the IDD doctoral students were co-authors on peer reviewed journal articles.

Department of Health, Kinesiology, & Sport

- A faculty member served as a dissertation committee member for a doctoral student in the Instructional Design and Development program.
- Two faculty members are serving as dissertation committee members for a doctoral student in the Basic Medical Sciences program.
- A faculty member served as a mentor for a USA College of Medicine Summer Medical Student Research Project.
- A graduate student won 1st Place in the master's Research Award contest at the 2023 Southeastern American College of Sports Medicine Conference.
- A new Doctor of Philosophy program in Exercise Science and Performance Nutrition was approved by ACHE and is expected to begin Fall 2023.

Department of Hospitality & Tourism Management

- HTM currently has undergraduate programs only. A graduate program is being discussed for future implementation.

Department of Integrative Studies

- INGS faculty collaborated with CINS Instructional Design PhD student's dissertation research by allowing strategies to be implemented and evaluated in eight of the Spring 2023 IST classes. The dissertation research focuses on adult-learners' perceptions of engagement strategies in online instruction.



UNIVERSITY OF SOUTH ALABAMA

Department of Leadership and Teacher Education

- LTE continued to offer graduate programs in nine fields of study, all of which require students to complete a research project or dissertation.
- LTE has 6 master's-level graduate assistants and one doctoral-level graduate assistant working with 13 LTE faculty members on various research projects.
- The aforementioned Noyce Grants are focused on recruiting graduate students.
- LTE faculty are currently chairing/ or have chaired student dissertations, directed learning projects and educational specialist projects. Additionally, LTE faculty members are serving on dissertation and project committees.
- LTE graduated multiple students through their dissertation to earn an Ed.D. degree.
- An LTE faculty member serves as a Committee Member for the USA Institutional Review Board (IRB).
- Through the PASSAGE USA Grant:
 - Graduate students in Counseling completed assessments and coaching sessions with campers in the Postsecondary Education Preview camp, sponsored by PASSAGE USA. We had 16 students involve in Fall 2022, 20 in Spring 2023, and 13 in Summer 2023.
 - Graduate students (20) in Occupational Therapy gained fieldwork hours with campers in the Postsecondary Education Preview camp, sponsored by PASSAGE USA as well as with students in PASSAGE USA in Fall 2022 and Spring 2023.
 - Spring 2023, 1 counseling student had a partial internship with PASSAGE USA conducting group counseling sessions.
 - One doctoral dissertation was based on PASSAGE USA, both in Instructional Design and Development.
 - One student is completing their doctoral Internship for Instructional Design and Development program.
 - One Honors students' thesis was completed.
 - USA COM students presented a class session on common health concerns to help students in PASSAGE USA be better able to handle their own medical needs.
 - Financial support for 3 graduate students (1 Graduate Assistant and 2 Graduate Student Assistants) during the year.
 - \$2.3 million grant to fund PASSAGE USA expansion 2020-2025.
 - New contract from Southwest Alabama Partnership for Training and Employment to provide paid work experience for students in PASSAGE USA.
 - Ensuring Professional Interdisciplinary Care at the University of South Alabama (EPIC South) club formed by students in College of Medicine. The purpose of this organization is to allow future providers to develop a holistic understanding of the impact of developmental disabilities on individuals and their families. This organization allows all interested students pursuing a career in health care to learn about a patient population that is often underserved, help students understand the roles of other health care professionals and other professionals so that families can be connected to the full range of care and services that they can access, and benefit all students by providing an avenue to build meaningful relationships between future providers and students with disabilities.



UNIVERSITY OF SOUTH ALABAMA

RESEARCH, DISCOVERY, AND CREATIVE WORKS: *The University of South Alabama faculty, staff, and students conduct internationally recognized research and scholarship to create new knowledge and medical advancements, spur economic development, help our region find solutions to its challenges, and improve the quality of life for our citizens.*

CEPS Grant Proposals and Awards Received June 1, 2022 – May 31, 2023

| | Proposals | Proposal \$ Request | Awards | Award \$ Received |
|-------------------------------------|-----------|------------------------|-----------|-----------------------|
| Dean's Office | 7 | \$3,946,416.00 | 6 | \$3,966,037.20 |
| Counseling & Instructional Sciences | 4 | \$97,273.00 | 1 | \$4,988.00 |
| Health, Kinesiology, and Sport | 9 | \$400,381.00 | 2 | \$80,327.00 |
| Hospitality & Tourism Mgmt. | 0 | \$0.00 | 0 | \$0.00 |
| Integrative Studies | 0 | \$0.00 | 0 | \$0.00 |
| Leadership & Teacher Ed. | 8 | \$5,713,620.00 | 5 | \$5,615,890.00 |
| | 28 | \$10,157,690.00 | 14 | \$9,667,242.20 |

Department of Counseling & Instructional Sciences

- Publication and Presentations
 - The faculty continue to publish and present with 14 refereed Journal articles, 2 refereed proceedings, 2 non refereed journal publications, 4 other publications, an edited book and 2 book chapters.
 - There were 18 conference presentations made during the period.
 - A faculty member in CINS is the president of the Alabama School Counseling Association.
- Research Grant Activity
 - Faculty in CINS play a role (either PI or supportive) in approximately \$7.6 Million in ongoing external grants and contracts.
- One of the CCP faculty members from CINS is serving as President of Division 51 of the American Psychological Association Society for the psychological Study of Men and Masculinities.

Department of Health, Kinesiology, & Sport

- Faculty members published 20 peer-reviewed journal articles in academic journals.
- One faculty member received an external contract to study the effects of capsaicinoids on energy expenditure and substrate utilization (\$79,827).
- Health and physical education faculty members received a \$5000 grant from the Spectrum Institute for Teaching and Learning to study how preservice teachers employ teaching styles during peer teaching and K-12 field hour experiences.
- A faculty member served as an NIH Panel Reviewer for Research on Current Topics in Alzheimer’s Disease and Related Dementias.



UNIVERSITY OF SOUTH ALABAMA

- A faculty member received the Alzheimer's Association Travel Fellowship which is awarded to sponsor select individuals to travel to the Southeast Neurodegenerative Disease Conference in Bonita Springs, FL.
- A faculty member was awarded participation in the National Institute on Aging (NIA) Butler – Williams Scholar Program which provides unique opportunities for junior faculty and researchers new to the field of aging to gain insight about aging research.
- A faculty member was awarded the NIA Alzheimer's Association IMPACT-AD Fellowship which is a comprehensive training program in clinical trials for Alzheimer's disease and related dementias. Individuals selected to this competitive track are trained to serve as PIs in ADRD clinical trials while also being offered mentored training in protocol development.

Department of Hospitality & Tourism Management

- Two articles were published in peer-reviewed journals.
- HTM faculty presented at multiple regional, national and international conferences.
- HTM faculty contributed to the PASSAGE USA grant by providing educational experiences for students in this program.

Department of Integrative Studies

- Manuscript submitted:
Online Learning Post-COVID: Faculty Caring in the Eyes of University Students. *Higher Education Forum*. [Online Faculty Caring Post Covid. 05.10.23-1.pdf](#)
Invited to Sorbonne University on May 19 and May 22, 2023
Presentation of work to members of the research center, Histoire et dynamique des espaces anglophones (HDEA) in the form of two talks: "Engraving Egalite in New Orleans" and Legends of Service: Ideology, Inequality, and Work."
- Faculty partnerships and collaborations with governmental agencies, industries, and not-for-profit entities include:
 - Monument Lab, Philadelphia, PA
 - Theater Production Company, Goat in the Road Productions, New Orleans, LA
 - American Planning Association. (January 1, 2022 - Present). National
 - Louisiana Historical Association. (January 1, 2017 - Present). Regional
 - Australia New Zealand American Studies Association. (January 1, 2014 - Present)
 - American Studies Association. (January 1, 2009 - Present).
 - Labor and Working-Class History Association. (January 1, 2009 - Present). International.
 - American Historical Association. (January 1, 2007 - Present). National.
 - Organization of American Historians. (January 1, 2007 - Present). National.
 - South Baldwin Literacy Council
 - Coastal Alabama Business Chamber
 - Alabama Contemporary Art Center
 - Mobile Chamber of Commerce
 - United Way of Southwest Alabama
 - Alabama Possible Higher Education Alliance
 - Alabama College Attainment Network



UNIVERSITY OF SOUTH ALABAMA

Department of Leadership and Teacher Education

- LTE faculty published 20 refereed journal articles, 2 book chapters and 1 book.
- All secondary faculty in LTE received external funding (totaling nearly \$6 million).
- Twelve of LTE's 17 full-time faculty are serving as PIs or Co-PIs on internal and external grants - Four of the faculty members are principal investigators.
- LTE faculty submitted eight grants during the academic year to various funding agencies.
- Thirty-nine presentations at professional local, regional, and international conferences were made.
- The faculty served as session chairs and reviewers for conferences at the state, regional, national and international levels.
- An LTE faculty member serves as the Alabama State Director for the Mid-South Educational Research Association and as a member of the MSERA Foundation.
- An LTE faculty member is serving as chair-elect of the Research on Women in Education Special Interest Group of the American Educational Research Association. She also serves as a member of the Mixed Methods Research Special Interest Group of AERA.
- PASSAGE USA
 - 1 student is completed their doctoral Internship for Instructional Design and Development program and is now working on dissertation with PASSAGE USA
 - 1 Honors students' thesis are in progress.
 - \$2.3 million grant to fund PASSAGE USA expansion 2020-2025. This new grant funds 2 Graduate Student Assistants.
 - New contract from Southwest Alabama Partnership for Training and Employment to provide paid work experience for students in PASSAGE USA and support for one Graduate Assistant.
 - 1 article on technology used to prepare for postsecondary education was published in a top tier journal. Two more are in the pipeline.



UNIVERSITY OF SOUTH ALABAMA

UNIVERSITY COMMUNITY ENGAGEMENT: *The University of South Alabama commits to active community engagement and valuing community impact as fundamental to the success of all University stakeholders.*

College

- The College continues to serve the community through faculty lead initiatives that include the Williamson High school project; CEPS Literacy Center; Center for Educational Research Statistics, Evaluation, and Assessment; AMSTI USA, and SARIC.
- The Alabama Math, Science, and Technology Initiative at the University of South Alabama (AMSTI USA) provides professional learning, materials, and on-site embedded coaching support to educators in the 11 school districts in Region 10 (Baldwin County, Chickasaw City, Clarke County, Gulf Shores City, Mobile County, Monroe County, Orange Beach City, Saraland City, Satsuma City, Thomasville City, Washington County). Efforts continue to focus on increasing equitable access to high quality STEM instruction and after school outreach activities for all students with specific attention to populations that are under-represented in STEM fields. AMSTI services support Math, Science, STEM, Digital Literacy and Computer Science (DLCS) along with high yield instructional strategies. This year we provided over 1,984 hours of professional learning opportunities to more than 7,755 educators (teachers, principals, district curriculum leaders, instructional coaches) through 379 sessions. These opportunities were delivered in-person, asynchronous online, and synchronous remote, with many opportunities held at public K-12 school sites in the region.
 - The Alabama Math, Science, and Technology Initiative at the University of South Alabama (AMSTI-USA) supports educators and students in region 10 to improve STEM education throughout the state of Alabama. AMSTI-USA seeks to improve STEM education through focusing on teacher-educator effectiveness through on-site support, professional learning opportunities and providing classroom resources. During the 2022-2023 school year AMSTI-USA supported local educators and districts in region 10 through offering the following menu of services. AMSTI-USA supported 11 district LEAs and their educators through facilitation of the Teacher Leader Academy, Coaching Academy and serving pre-service and in-service teachers through providing professional learning opportunities. Our Teacher Leader Academy and Coaching Academy served over 54 teacher leaders and 22 coaches from all the districts in region 10.
 - AMSTI-USA teacher leader academy supports teacher leaders through providing coaching support and professional learning to build mathematics content and pedagogical knowledge, while increasing teacher application of the eight practices of effective mathematics instruction and to increase student use of the mathematics practice standards. Among the teacher leaders, we also mentor three teachers in residence, who work with school administrators, a Mathematics School Improvement Team and an AMSTI specialist mentor towards school mathematics goals, including those for student achievement, community support, and family and stakeholder involvement.
 - In preparation for the Alabama Numeracy Act we have been working with building-based math coaches who are already working in school buildings through the Coaching Academy. These trainings prepare and support coaches in their role as the math leaders in the building. AMSTI specialists facilitate professional learning opportunities that focus on the skills of leadership, coaching teachers, book studies, and deepening math content knowledge.
 - AMSTI supports and trains pre-service teachers in our region in the content areas of math and science. AMSTI-USA partners with the University of South Alabama, University of Mobile and Spring Hill College to train undergraduate students in math and science pedagogy and content to prepare them as future K-12 STEM educators in our region.



UNIVERSITY OF SOUTH ALABAMA

- Summer 2023, AMSTI-USA will offer science and math training for all 11 districts in Region 10. We will be facilitating over 101 trainings in the months of May, June and July with over 1,600 educators registered to attend training.
- The South Alabama Research and Inservice Center (SARIC) was established by the Alabama Legislature in 1984-85 as one of 11 regional centers whose purpose is to provide professional learning to the PK-12 educators in designated public school systems in its geographic region.
 - As an outreach of the University of South Alabama College of Education and Professional Studies, SARIC provides professional learning to more than 7,500 educators in Baldwin County, Chickasaw City, Clarke County, Gulf Shores City, Mobile County, Monroe County, Orange Beach City, Satsuma City, Saraland City, Thomasville City, Washington County, and ACCEL Day and Evening Academy. SARIC supports professional learning in literacy, math, science, social studies, technology, special education, health, library/media, economics, administration, and guidance/counseling.
 - In the 2022-2023 academic year, SARIC served 2,347 educators and offered 104 professional learning sessions. In addition to SARIC sponsored professional learning sessions, SARIC and the USA CEPS offered sessions in collaboration with the Alabama State Department of Education, Alabama Reading Initiative, Alabama Best Practices Center, Dauphin Island Sea Lab, Historic Blakeley State Park, National Institute for STEM Education, Neuhaus, Alakids, Alabama's Regional Autism Networks, and the Gulf Coast Holocaust and Human Rights Center.

Department of Counseling & Instructional Sciences

- CCP students work through the Psychology Clinic and Counseling Center to provide care under the supervision of licensed professionals. In addition, CCP students provide psychological services in several additional external sites:
 - Strickland Youth Center
 - USA Athletics
 - USA's Counseling & Testing Center
- Clinical Mental Health Counseling Students provided more than 8400 hours of counseling related activities (psychoeducation, groups counseling, individual counseling, etc.) and support under the supervision of licensed professionals during their practicum and internships
- School Counseling students provided more than 3500 hours of counseling related activities (psychoeducation, groups counseling, individual counseling, etc.) and support under the supervision of certified professionals during their practicum and internships
- The Instructional Design program continues to build connections with education in the health professions. An IDD master's student did an internship in the college of medicine. A doctoral student in the instructional design program is doing a dissertation on how student stress impacts health professions educational performance and outcomes. The Instructional Design program helps provide excellence in health care by providing support and consultation to improve the training of health care professionals.



UNIVERSITY OF SOUTH ALABAMA

Department of Health, Kinesiology, & Sport

- Sport management faculty and students worked with the Reese's Senior Bowl leading up to, and during the week-long event.
- Sport management faculty and students worked with Gulf Coast Region Volleyball Association to work and collect survey data on spectators at the Gulf Coast Region Championships.
- Sport management students participated in at least 17 different service-learning experiences with many organizations in the greater Mobile area.
- Health and Physical Education students assisted with field days at several Mobile County Public School System schools during the Spring 2023 semester.
- A faculty member is Vice President for Physical Education on the ASAPERD board.
- Health and physical education faculty hosted the Alabama State Department of Education (ALSDE) Physical Education Summer Conference last summer.
- Active involvement by a recreational therapy faculty member as Vice President of the Recreational Therapy Foundation and active involvement with the American Therapeutic Recreation Association task force focused on interdisciplinary collaboration.
- A faculty member is currently serving as the Vice President for the National Association of Kinesiology in Higher Education (NAKHE) with the main responsibilities including acting as the primary organizer of the Phoenix 2024 National Conference in January.
- Two faculty members served as Second Year Experience faculty mentors during the inaugural year of the program.
- An exercise science faculty member and students participated in Brain Week at the Gulf Coast Exploreum Science Center of Mobile, AL where they administered hands-on activities and lessons on various topics related to brain health to 991 field trip students, teachers, chaperones, families, and public visitors.
- An exercise science faculty member participated in the Legacy Leadership Event presenting a PowerPoint at USA Faculty Club on physical activity and exercise for a longer lifespan and "health-span" with 20-30 older adults (+65 yrs.) from the community in attendance.
- Recreational therapy faculty and students had active involvement in the local chapter of the Alabama Head Injury Foundation, William F. Green St. Veterans Home, Allen Memorial, Dumas Senior Center, Palm Garden Rehabilitation Center, and the local Mullherin Home through student volunteerism and assistance with events.
- Recreational therapy faculty initiated new participation in the Bright Ideas Camp, an Alabama Head Injury Foundation-sponsored event. This program provides the opportunity for collaboration by recreational therapy students with speech therapy, occupational therapy, and physical therapy students.
- A new educational partnership was developed with the Sonny Callahan Regional School for the Deaf and Blind in which recreational therapy students aid with art and the facilitation of activities that are designed for their needs.
- The recreational therapy faculty are co-sponsors with University of Southern Mississippi faculty to provide the Gulf Coast Recreational Therapy Symposium (GCRTS). GCRTS provides continued education for recreational therapists and educational and networking opportunities for RT students in the greater Gulf Coast Region.
- Recreational therapy faculty had active involvement in the first annual Boo Krewe 2 adaptive 5K to raise awareness and money for adaptive sports within our community.



UNIVERSITY OF SOUTH ALABAMA

Department of Hospitality & Tourism Management

- HTM will start offering courses in the HyFlex program in Fall, 2023. The purpose of the program is to make it possible for employees in the hospitality and tourism industry to work full-time while studying full-time.
- HTM faculty attended and provided training and consultation to multiple industry partners.
- HTM has an industry advisory committee of over 70 industry partners and an executive advisory board of 15 top industry leaders.
- HTM faculty sit on the editorial board of five international academic journals.
- HTM faculty sit on multiple advisory boards for both Baldwin and Mobile County high school hospitality and culinary academies/programs as summarized below:
 - World of Opportunity Committee
 - Bishop State Advisory Board
 - Taste of Mobile Committee
 - Corks and Forks High School Culinary Competition Committee
 - Coastal Alabama HSM/Culinary Competition Committee
 - Destination Mobile-Ecotourism Committee
 - MALA Golf Tournament Committee
 - Mobile Area Lodging Association
 - Alabama Travel Council Advisory Board
 - Pleasure Island Junior Women's Club
- HTM faculty is involved in the Gateway initiative meetings.
- This spring, HTM faculty met with Danielle Boothe from MCPSS to create a plan for future student engagement with the department, as well as local industry partners.
- This spring, two faculty members and two students attended a major event 'Marketing Outlook' in Houston. The department received a fund in the amount of 5,000 from Gulf Shores & Orange Beach Tourism for this event.
- HTM students are required to complete an internship within the industry prior to graduation. This internship requires 300 work hours where students are placed with industry partners across the United States (most are local within 2 hours of USA campus).
- HTM also encourages students to work throughout their college career and provides networking opportunities for students to interact with industry partners to secure work experience prior to their internship. A practicum course will be added soon to help prepare students for higher level internship opportunities.
- Faculty member, Amanda Donaldson, provides ServSafe training to local industry partners to ensure they meet state law requirements.
- HTM faculty made numerous presentations to the community to create awareness about the Hospitality and Tourism Management program: Biloxi High School, industry advisory and SAWDC
- HTM faculty attended a number of recruiting events: ProStart (Alabama + Louisiana) and FCCLA
- HTM faculty implemented program awareness campaigns: Billboard on I-10 bridge + specific schools in Alabama Snapchat advertising.



UNIVERSITY OF SOUTH ALABAMA

Department of Integrative Studies

- To ensure that every student's education includes substantive engagement through collaborative community partnerships and with faculty guidance, the department has an experiential learning internship capstone option; IST 498. The College has developed a *community agency agreement* which is reviewed and approved by our partners, the INGS department, and the university's legal department. Through the IST 498 Internship, the Department of Integrative Studies has placed students in diverse external internships with the following agencies: Victory Health Partners; Yellowhammer Pharmaceuticals LLC; Walt Massey Automotive Group; Waterfront Rescue Mission; Westchester Country Club, South Grand Prairie High School; General Mills; Sign-A-Rama; Beau Bellas; Hanger Clinic; Airbus; LSN Construction; 3 Circle Church; Mobile County Department of Human Resources; Royal Day Spa.
 - (29students have taken IST 498 Internship SU22, FA22 & SP23).
- To ensure that the university strategically engages with business, governmental, healthcare, and civic partners to identify and address challenges, INGS faculty serve in the following roles:
 - Big Brothers Big Sisters of South Alabama Mentor at Williamson High School.
 - USA National Alumni Board of Directors member who meets regularly with the alumni board (made up of a variety of community partners) and is currently co-chairing the Alumni 50th anniversary committee.
 - Chair of the Alabama Contemporary Art Center Board of Directors. This board includes diverse local business, government healthcare and civic leaders.
 - Officer for the South Baldwin Literacy Council.
 - Coastal Alabama Business Chamber Committee member.
 - Military Officers Association of America.
 - Judge for the 49th Annual Shrimp Festival "Singing for Scholarships" contest in Gulf Shores, AL.
 - Created and hosts "Optimistic Tales," a 2023 Nappie Award Finalist for "Best Local Podcast." The host (faculty member) interviews a medley of noteworthy and influential individuals (plebeian elites) --local and celebrity...all in search of a more humbled and empathetic world.
 - Selected as a 2023 Nappie Award Finalist for "Best College Professor."

Department of Leadership and Teacher Education

- LTE student teachers and educational leadership interns provided teaching and administrative assistance to numerous schools in the South Alabama region.
- LTE faculty provided multiple presentations and in-services to local education agencies in the South Alabama region.
- LTE faculty provided consultative support to schools in Baldwin, Clarke, and Mobile County Schools.
- LTE faculty were involved in workforce development activities within the Mobile region.
- LTE faculty were involved in various professional organizations in leadership roles.
- LTE faculty provided review as a peer-reviewer for scholarly journals.
- LTE's Special Education program coordinator serves on committees for several community and regional agencies which focus on students with disabilities: member of the Steering Committee of the Alabama Regional Autism Center, President of the Gulf Regional Early Childhood Services and member of the Early Intervention Coordinating Council of Southwest Alabama. She also served as a committee member for the Alabama Department for Early Childhood Education.
- Four LTE faculty members serve as Big Sisters as part of the Big Brothers/Big Sisters Organization.



UNIVERSITY OF SOUTH ALABAMA

- LTE's P-12 art educator serves as chair of the Board of Directors for the Alabama Contemporary Art Center and as a committee member of the Alabama Arts Hall of Fame. She also serves as the coordinator of university/museum co-teaching for the Alabama Contemporary Art Center and the Mobile Museum of Art.
- PASSAGE USA students had jobs or work experience in integrated community-based employment settings.
- The Southwest Alabama Partnership for Training and Employment has partnered with PASSAGE USA to help students gain real-world work experiences and benefits.
- Passage USA
 - Fall 2022-Spring 2023 5,337.67hours of volunteering as peer mentors. by USA students.
 - PASSAGE USA students had jobs or work experience in integrated community-based employment settings.
 - Cottage Hill Civitan Club has financially supported PASSAGE USA and students in PASSAGE USA
 - The Southwest Alabama Partnership for Training and Employment has partnered with PASSAGE USA to help students gain real-world work experience and benefits and in the upcoming year will also be paying parts of some staff members' salaries.
 - PASSAGE USA hosted the Postsecondary Education Preview Camp for students between 16-18 years old and 19-27 years old with ID who were interested in postsecondary education. Fourteen students from the Mobile area and beyond attended. University faculty, peer mentors, occupational therapy, and counseling students participated in the 3 day, 2-night camp.
 - PASSAGE USA has joined the Mobile Area Chamber of Commerce.
 - All second-year students had internships, paid and unpaid, in integrated community-based employment settings. Some first-year students did too.
 - Baxter: Board member Gulf Regional Early Childhood Services.
 - Board member the Independent Living Center; Executive Committee member; Early Intervention Coordinating Council of Southwest Alabama; Surrogate Parent, Early Intervention Coordinating Council of Southwest Alabama.



UNIVERSITY OF SOUTH ALABAMA

Excellence in Health Care: *As the only academic medical center along the upper Gulf Coast, USA Health, and the University of South Alabama provides excellent health care through its hospitals and clinics, continuous research and technological advancements, and robust interprofessional and interdisciplinary partnerships.*

College

- The college continues to support students and faculty in collaborative research and experiential learning opportunities with our healthcare partners at USA Health and the Colleges of Allied Health, Nursing, and Medicine.

Department of Counseling & Instructional Sciences

- CCP students work through the Psychology Clinic and Counseling Center to provide care under the supervision of licensed professionals. In addition, CCP students provide psychological services in several additional external sites:
 - Strickland Youth Center
 - USA Athletics
 - USA's Counseling & Testing Center
 - USA Pediatric Associates

Department of Health, Kinesiology, & Sport

- New graduate internships sites were established with the Mobile County Health Department and the Heart Project (USA College of Nursing).
- A faculty member collaborated with USA Health on a publication and presentation involving the effect of the Covid-19 pandemic on cost of healthcare following suicide attempts.

Department of Hospitality & Tourism Management

- HTM prepares students to be leaders in service excellence and offers a minor that would pair well with nursing, allied health, or any other medical degree which provides a service to customers.
- HTM is assessing the feasibility of offering a concentration in Medical Tourism.

Department of Integrative Studies

The Department of Integrative Studies places students in diverse internships and engaged in community agency agreements with the following healthcare agencies:

- Victory Health Partners
- Yellowhammer Pharmaceuticals LLC

Department of Leadership and Teacher Education

- PASSAGE USA, (Preparing All Students Socially and Academically for Gainful Employment) is a two-year non-degree, certificate program. This program is designed for students who need extra support to be successful in our community.
 - USA COM students presented one session on common health concerns to help students in PASSAGE USA be better able to handle their own medical needs.



UNIVERSITY OF SOUTH ALABAMA

- Honors students researched medical students' perceptions and willingness to treat individuals with intellectual disabilities.
- Graduate students (20) in Occupational Therapy gained fieldwork hours with campers in the Postsecondary Education Preview camp, sponsored by PASSAGE USA as well as with students in PASSAGE USA in Fall 2022 and Spring 2023.
- LTE faculty met with leaders in Psychology and Speech Pathology to develop a joint graduate program for training professionals to work with students with dyslexia.
- LTE faculty met with leaders at USA Health to discuss potential partnerships in providing behavioral support for children with autism spectrum disorder.